



International and Specialized Services (ZAV)

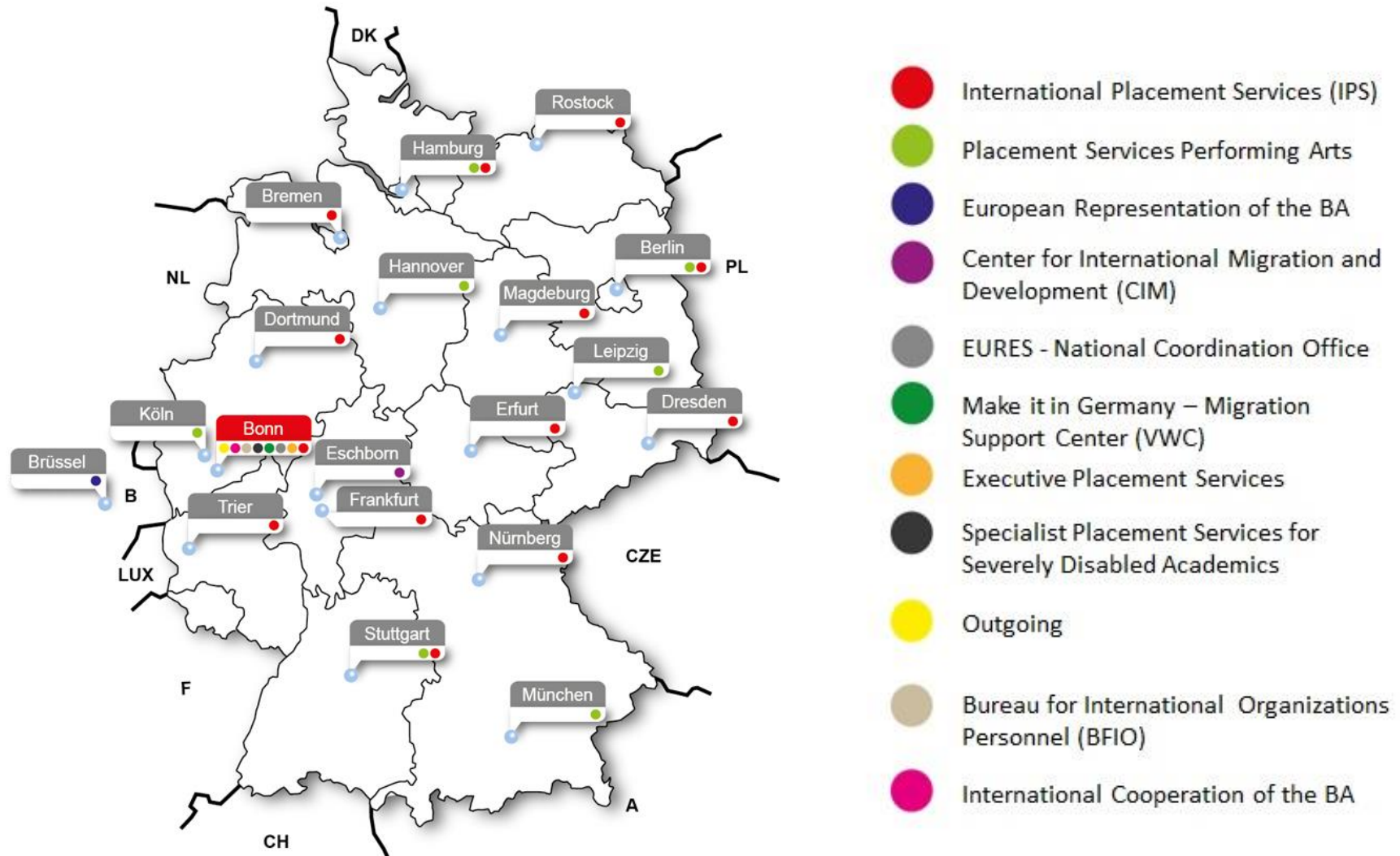


Bundesagentur für Arbeit

Structure and services of the International and Specialized Services (ZAV)

- **International Business**
 - **Specialist Placement Services**
-

Locations for the new ZAV



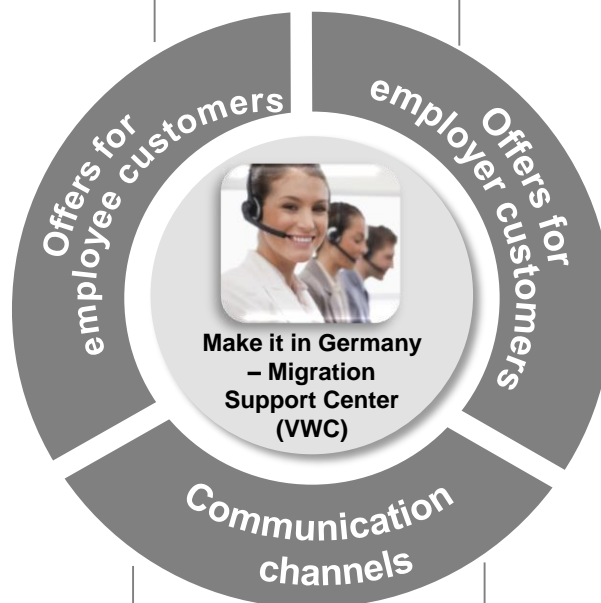
Make it in Germany – Migration Support Center (VWC)



Individual applicant advice

Main services

- Clarification of all topics on an individual basis (before and after entry)
- Accompany person on visits to authorities
- Organization of mentors
- Support for partner seeking employment
- Networking with local offices to help social integration



Company-specific advice



Main services

- Advice on all topics on an individual basis
- e.g. expectation management, welcoming culture, language support



Telephone

Access through:

- Various hotlines, focus on „Working and Living in Germany“ Hotline

E-Mail



Access through:

- Several email addresses
- Contact form: www.make-it-in-germany.com

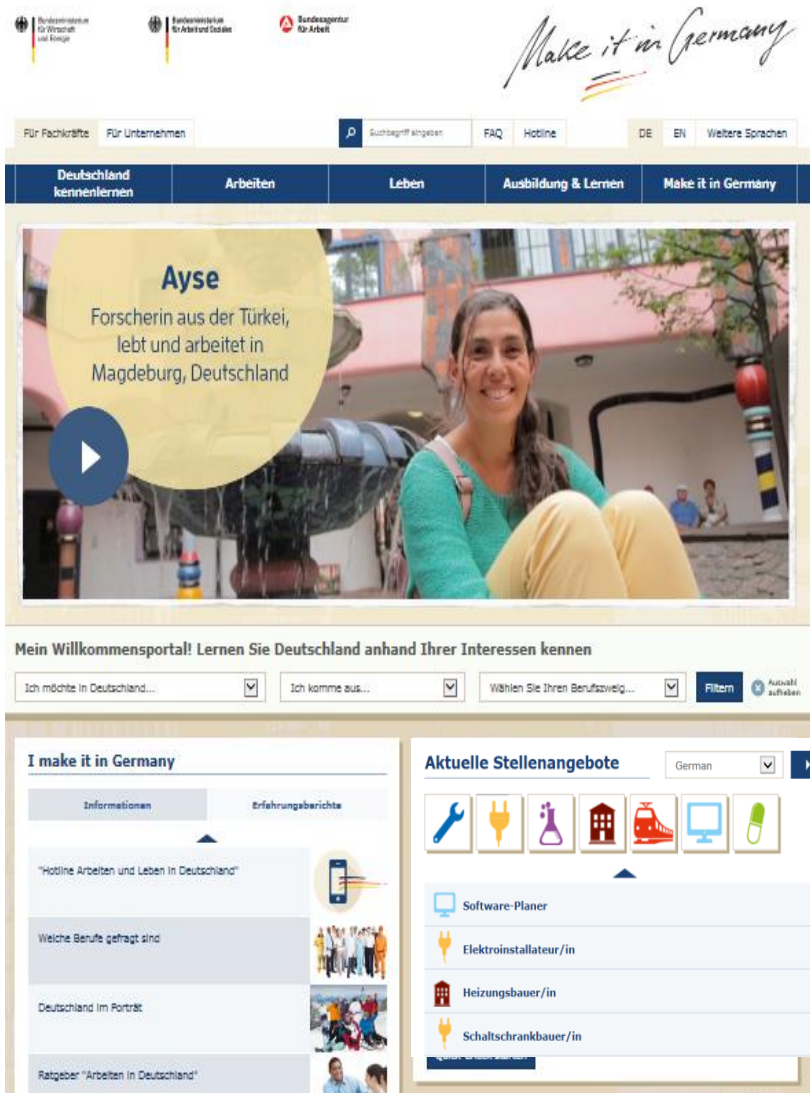
Live text chat / Video chat



Access through:

- Text chat on www.make-it-in-germany.com
- Video chat for supported customers

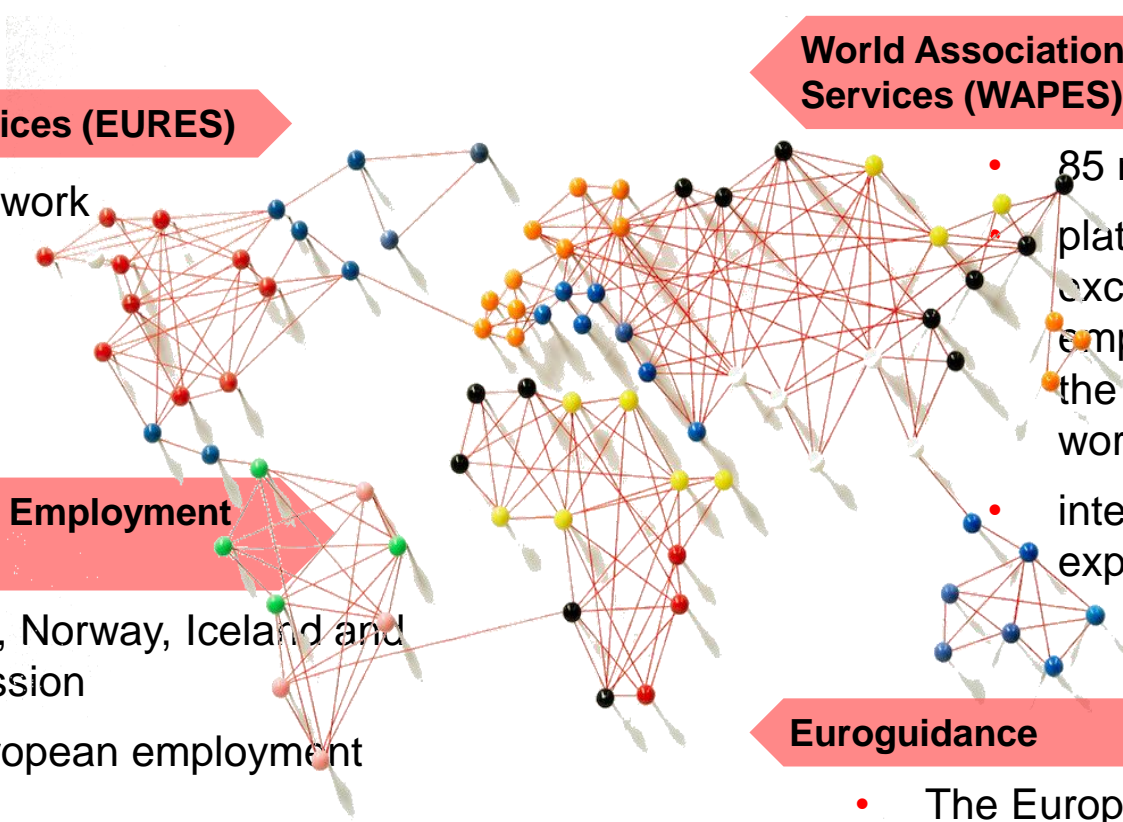
“Make it in Germany“ as a central gateway for international skilled workers



Make it in Germany – the multi-lingual welcome portal for international skilled workers

- "Make it in Germany" is part of the **skilled worker offensive** of the Bundesagentur für Arbeit (BA), the Bundesministerium für Wirtschaft und Energie (BMWi) and the Bundesministerium für Arbeit und Soziales
- It provides **information about various aspects of working and living in Germany for skilled workers** interested in migrating to Germany.
- **Employers** in Germany are given tips when recruiting international skilled workers.

Federal Employment Agency: member in international networks



European Employment Services (EURES)

- the European job network for employers and employees

European Network of Public Employment Services (PES)

- 28 EU member states, Norway, Iceland and the European Commission
- contribution to the European employment policy
- benchlearning project: linkage of benchmarking – the evidence-based performance comparison of all PES – with measures of learning from each other

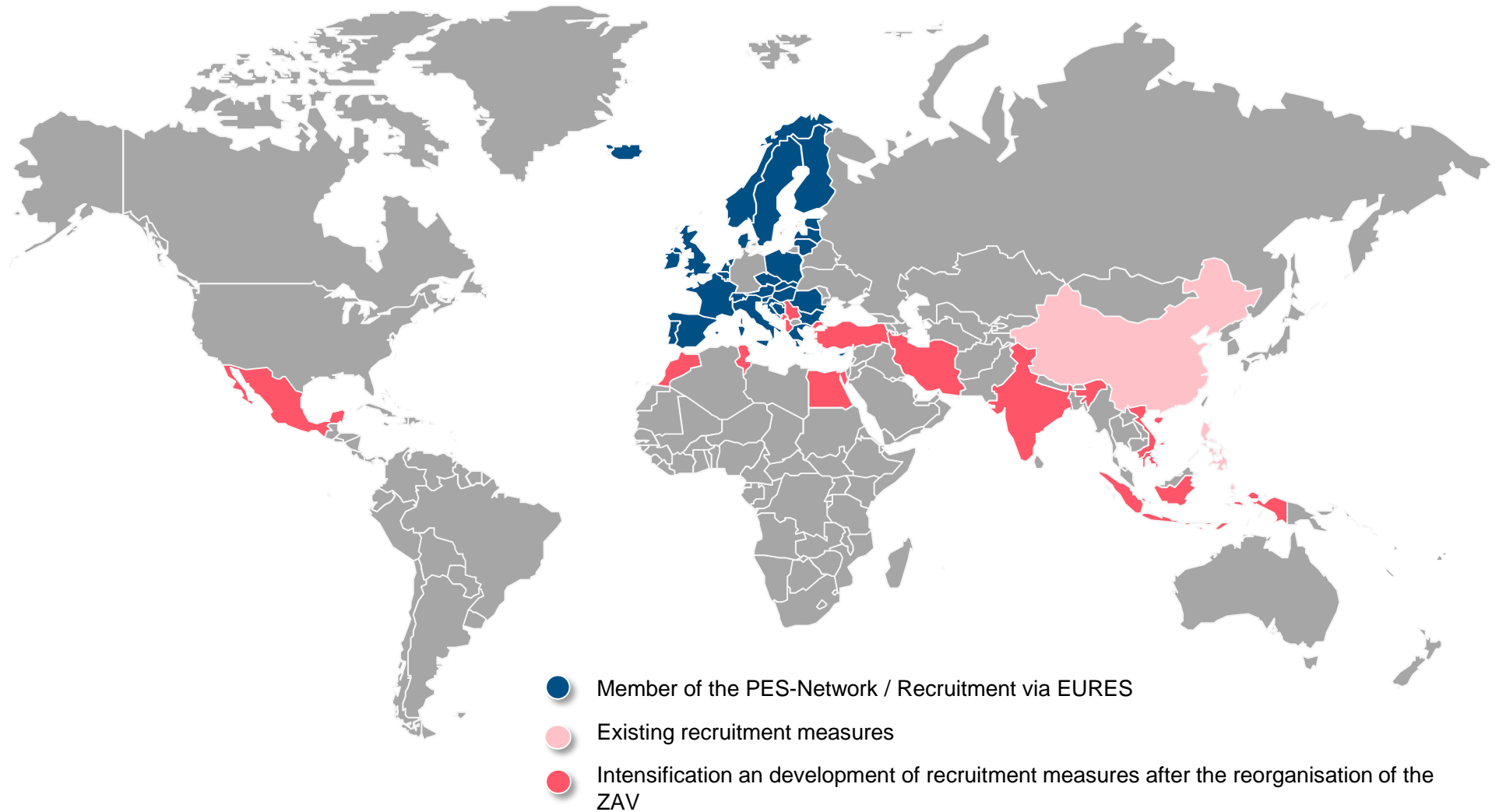
World Association of Public Employment Services (WAPES)

- 85 member states
- platform for information exchange between the employment services of the member states worldwide
- international labor market expertise

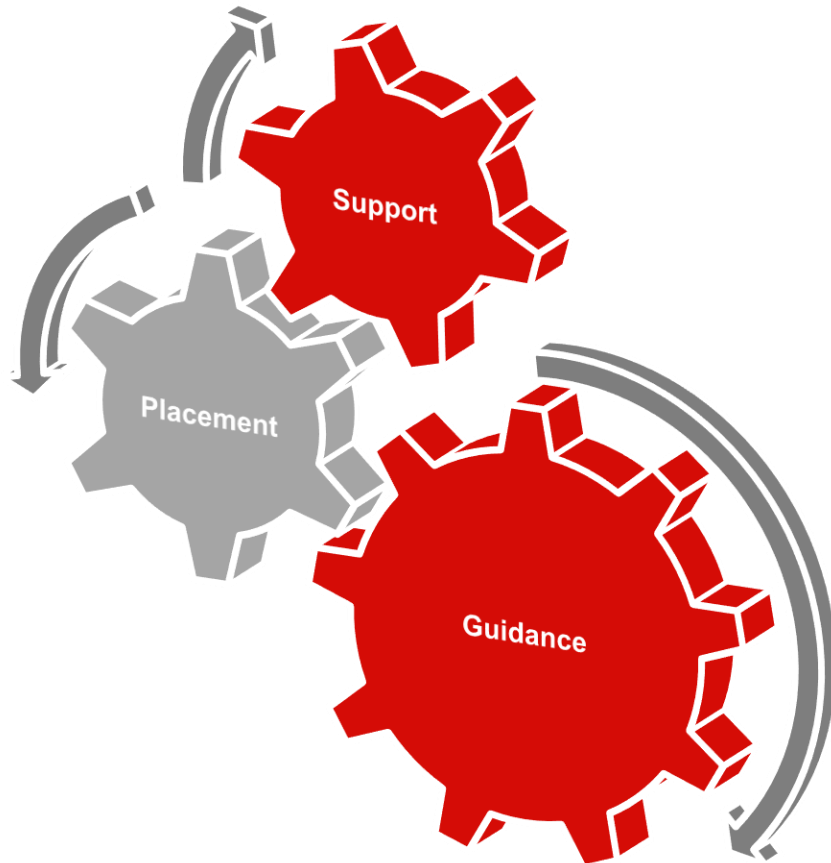
Euroguidance

- The European network for guidance and counselling

Federal Employment Agency: member of international networks



The BA's service range for international skilled personnel and companies in Germany



- The **International Placement Services (IPS)** advise and liaise with skilled personnel abroad interested in migrating on employment-related migration opportunities
- The **Employer Services (AG-S)** are the central contact partners for employers. They advise interested companies in Germany and advertise vacancies for international applicants.
- AG-S and IPS offer these EURES services **together**. This way, companies use **alternative staffing strategies** for jobs without or with insufficient domestic applicant potential

Outgoing: Contributing to the international mobility of workers



Guidance for people who have explicitly opted for a **future career abroad** and who come to ZAV seeking sound advice

Positioning as an **expert point of contact** for the international exchange of personnel

Specific **guidance for school-leavers, students or trainees** on opportunities for stays abroad

Guidance and support on their **subsequent return** to Germany

The ZAV Specialized Services and their main elements



Placement Services Performing Arts

- Experts provide guidance and placement opportunities for experts.
- The suitability diagnosis is the path towards a successfully filled vacancy



Executive Placement Services

- Lifelong learning as well as regional and professional mobility shape our applicants' professional biographies
- Networking increases the internal and external acceptance of the Specialized Services' portfolio



Specialist Placing Service for Severely Disabled Academics

- The service portfolio of the Specialized Services has a high social and socio-political value

ZAV Placement Services Performing Arts



The Placement Services Performing Arts represent an important balancing function for the demand on the free culture market in supplement to the offers of private placement services/agencies.

- **Guidance/Placement by experts**
- **Network**
- **Projects**

ZAV Placement Services Performing Arts



Counselling/placement by experts in the field

- Placement services for applicants and employers

Areas:

- Entertainment/advertising
- Drama/stage (stage engineering)
- Musical theatre
- Dance
- Film/TV (staff/technology)

Network

As part of its network activities, the Placement Services Performing Arts maintains contact with all participating

- institutions
- associations
- clubs

Projects

- Performers' gala
- Auditions in front of musical directors
- SMS Festival
- Auditions for young opera singers/soloists
- Stage talent festival

ZAV Executive Placement Services



As a special services provider in the BA's network, the Executive Placement Services provide a nationwide range of services for the managerial staff labor market.

- Guidance/Placement

- Network

- Projects

ZAV Executive Placement Services



Counselling/placement

- Individual counselling from specialists for employer and employee customers nationwide
- Publication of vacancies and timely presentation of suitable candidates

Network

A regular presence

- with employers and
- at industry events

guarantees market proximity, competence and acceptance

Projects and products

- “Managerial staff profiles” and “Managerial positions” newsletters
- Self-presentation and networks for managerial staff
- The path to self-employment – the PHOENIX project

ZAV Specialist Placing Service for Severely Disabled Academics



On the road towards an inclusive society, the employment of severely disabled graduates is becoming increasingly important.

- Guidance/Placement

- Network

- Projects

ZAV Specialist Placing Service for Severely Disabled Academics



Counselling/placement

The Specialist Placing Service for Severely Disabled Academics provides nationwide support by

- bringing together companies and suitable candidates and providing advice and assistance for the recruitment process and
- providing candidates with individual guidance on employment options

Network

- Implementation of the UN Convention on the Rights of Persons with Disabilities
- Targeted acquisition of positions at companies and organisations
- Carrying out campaigns and events

Projects and products

- Employment initiative in the public sector
- Coaches for inclusive training
- PROMI (Promotion included) project